

Corporate Social Responsibility and Sustainability Policy

Prepared by
GridLink Interconnector Ltd

February 2022

DocID: GL-CSRPOL-01
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Revision History

| Revision No | Date of Issue | Version | | |
|-------------------------|---------------|------------------|-------------|-------------|
| 00 | 24.03.2022 | Approved for use | | |
| 01 | | First revision | | |
| 02 | | Second revision | | |
| 03 | | Third revision | | |
| Author | | Signed | Name | Date |
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Corporate Social Responsibility and Sustainability Policy

GridLink intends to provide reliable and secure transportation of electricity between the UK and France in a responsible and sustainable manner whilst creating value for society.

We are committed to socially responsible management that integrates quality, health & safety, environmental and governance considerations into all aspects of our business as we plan, design, build and operate the GridLink Interconnector Project.

Our guiding principles are to:

- Act with **integrity** at all times;
- Respect **human rights**;
- Respect the **rights of employees** to free association, collective bargaining and non-discrimination;
- Not engage in any form of **corruption**, including bribery and extortion;
- Provide **transparent governance** of business activities;
- Use natural, social and economic resources in accordance with the principles of **sustainable development**, with a focus on minimisation of consumption, efficient use of resources, productive employment, non-discrimination and fairness at work, and promotion of health and wellbeing;
- Ensure that the **requirements of customers and interested parties** are fulfilled in accordance with a written Quality Policy;
- Provide a **safe and healthy workplace** and **protect the environment** in accordance with a written Health & Safety and Environment Policy;
- Protect **workers rights** and implement **employment practices** in accordance with a written Human Resources Policy;
- Take into account any potential effect on **climate change**, and incorporate mitigation and adaptation measures;
- Proactively **engage with stakeholders** and seek to address their concerns, including local authorities, Non-Governmental Organisations, local communities, members of the public and any other interested parties;
- Use our influence to **encourage** our business partners and investors, contractors and suppliers of goods and services and other counterparties to any agreements to act in a sustainable and socially and environmentally responsible manner;
- Work closely and **communicate** with customers, employees, contractors, suppliers, interested parties, stakeholders and any other persons to ensure their understanding and shared commitment to conformance with this policy.

This policy applies to all employees, contractors and any other persons working within our Project Areas and across all our business activities.

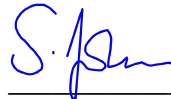
This policy guides our management decisions and actions, relationships with our business partners and investors, and contracts with suppliers of goods and services.

We recognise that leadership and commitment from senior management is an essential component of success, and we are committed to ensuring that all Directors and senior executives are fully conversant with, and committed to, this policy.

This policy is reviewed and updated at intervals not exceeding one year.

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Signed



Director
GridLink Interconnector Ltd

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